

# **Faculty Convocation**

## **January 27, 2000**

**W. C. Miller**

**Academic Dean and Provost**



# **Thought While Coming to Work**

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**It's a GREAT time  
to be at NAVY!!!**



# **A Lot of Exciting Things Underway**

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- **Congratulations for Superb Performance**
- **Middle States Self Study**
- **Technical Core Curriculum Review**
- **Running Counter to National Trends**
- **Events You Won't Want to Miss**
- **Strategic Plan Implementation Progress**



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# Congratulations!

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- **2000 Faculty Teaching and Research Awards**
  - **Teaching: Professor Bob Shelby**
  - **Research: Associate Professor Judith Harrison**
- **Results of Nov '99 ABET accreditation visit**
- **Recent grantsmanship**



# Recent Grantsmanship

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- **John Foerster: \$500,000 SERDP grant**
- **David Smith: \$1,000,000 for NSF Maury Project**
- **Dan Stilwell and Brad Bishop: First grants (ONR)**
- **Ted Stanford, Will Traves, Erik Bollt, John Burkhardt, Oscar Barton, Sara Mouring, Helen Purkitt: recent NSF proposals**
- **Suzanne McCoskey: Fulbright Scholarship**
- **40 faculty members each earned \$1K performance award for bringing in full summer support**
- **Important caveat: Not the size of the grant, but the quality of scholarship that is important**



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# Middle States Self Study

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- **Middle States Association of Colleges and Schools accredits entire institution**
- **Ten year accreditation cycle with mid-point report (Periodic Review report)**
- **Institutional Self Study underpins report**
- **Five committees, broad representation**
- **[www.usna.edu/MiddleStates](http://www.usna.edu/MiddleStates)**



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# **Technical Core Curriculum Review**

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- **Commissioned review of entire technical program within Core Curriculum**
- **Guided by Curriculum 21**
- **To be completed by mid April**
- **Include participants from all four divisions**
- **Consider content, organization and sequence**
- **No increase in credit hours**
- **Tasking letter on Dean's web site**



# **Technical Core Curriculum Review: Specific Topical Coverage**

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- **Should everyone get BOTH differential equations and probability and statistics?**
- **Develop plan for helping those less prepared**
- **Consider both sequence and content of EE and systems engineering**
- **Address needs of our graduates in both communications and information technology**



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# **Running Counter To National Trends**

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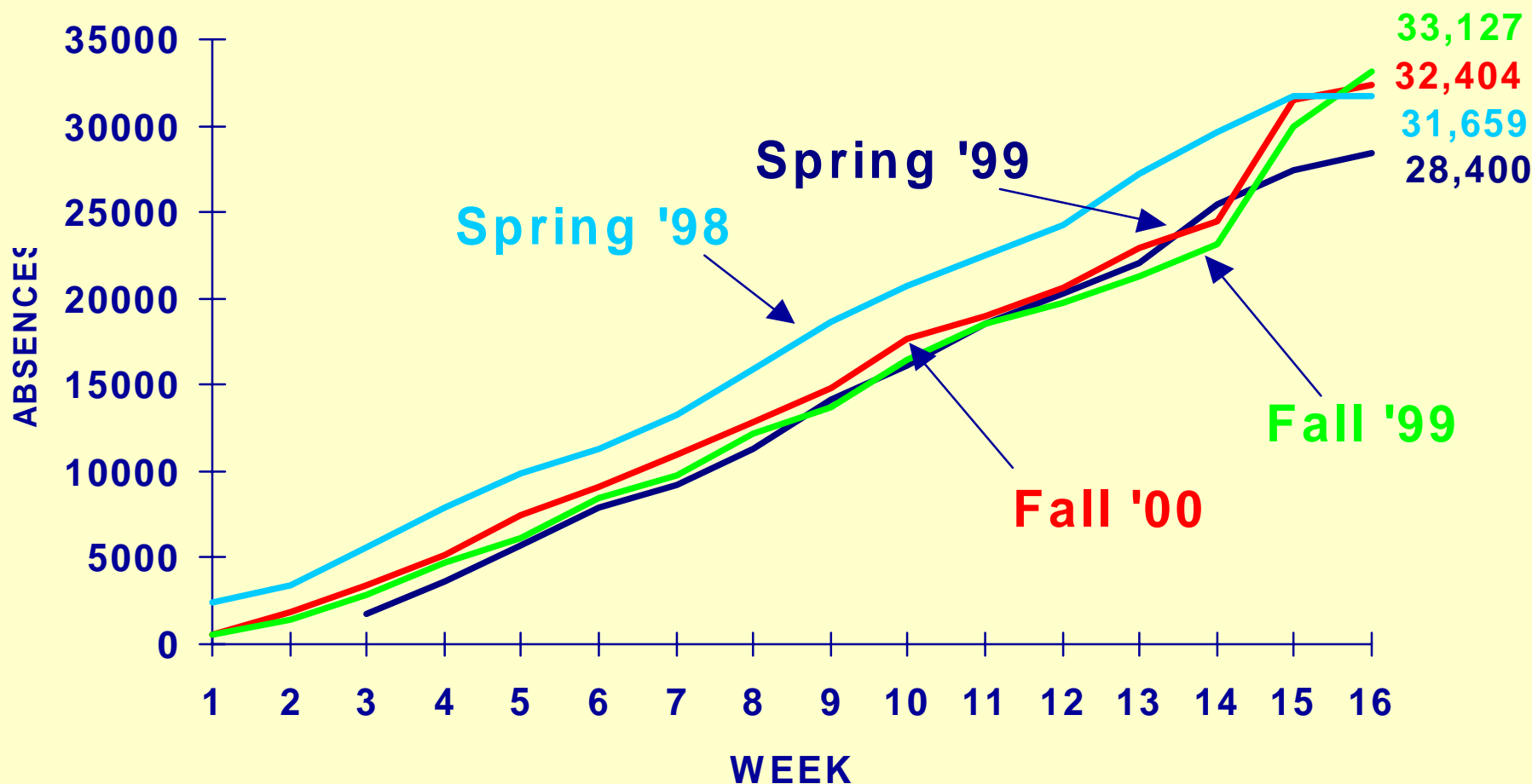
- **Faculty steeped in the institutional culture**
- **Focus on Teaching & Learning**
- **Celebrating tenure track hires**
- **Emphasizing ethics across the curriculum**
- **Students who attend class**





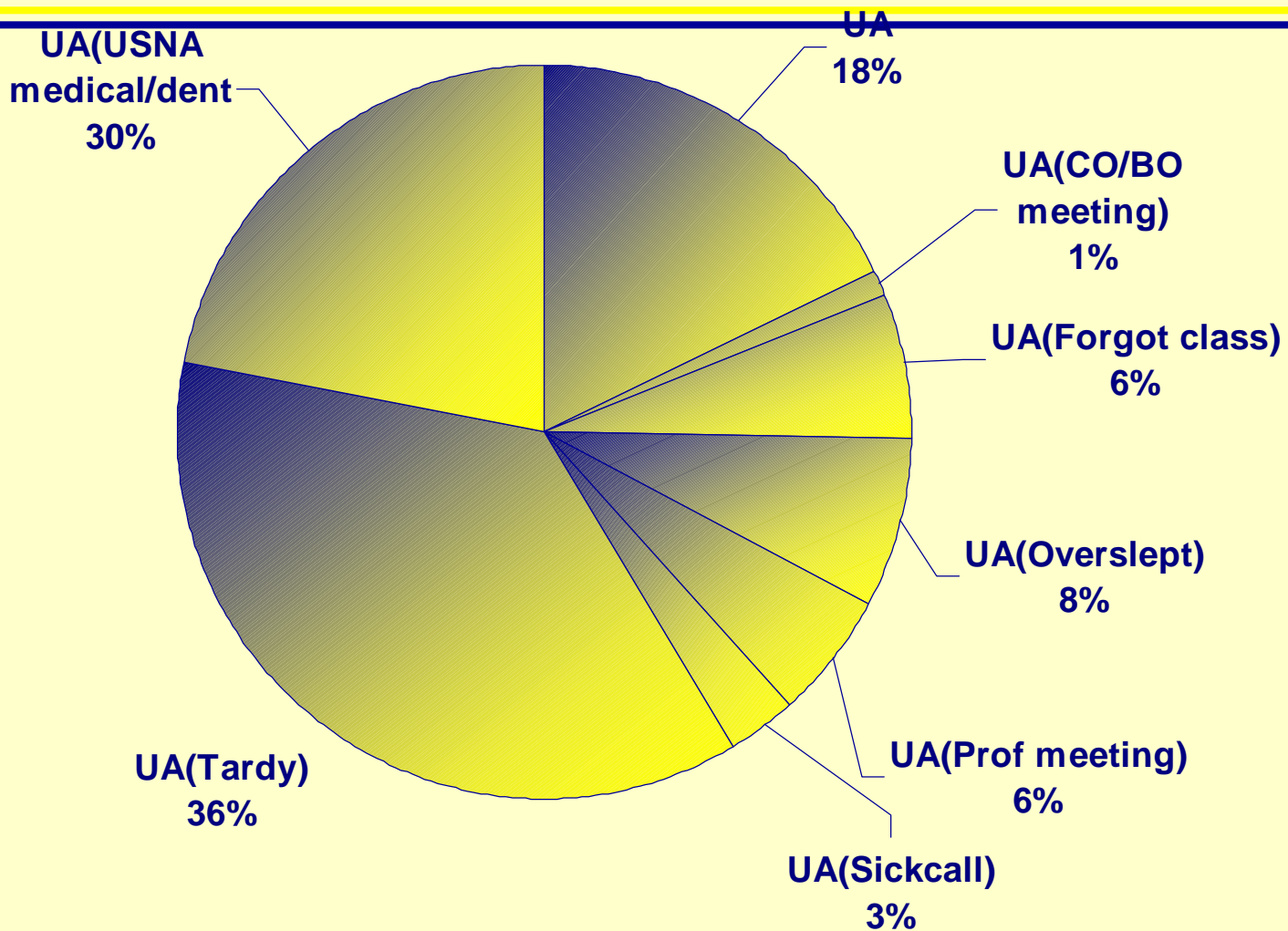
# TOTAL ABSENCES

(down ~ 700 from Fall '99)





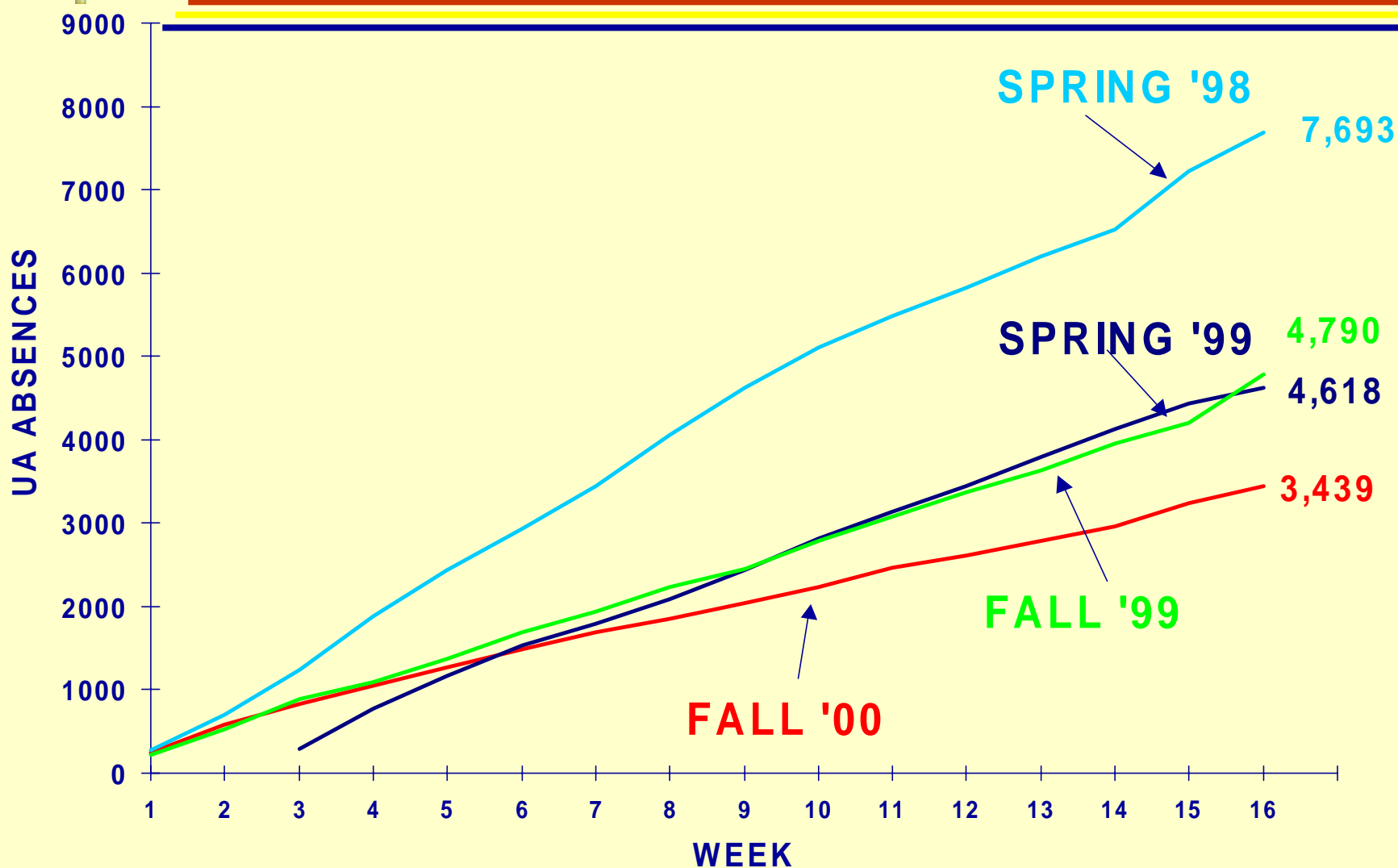
## UA BREAKDOWN FOR BRIGADE (DOWN ~ 1,300 FROM FALL '99)





# ALL UA CATEGORY ABSENCES

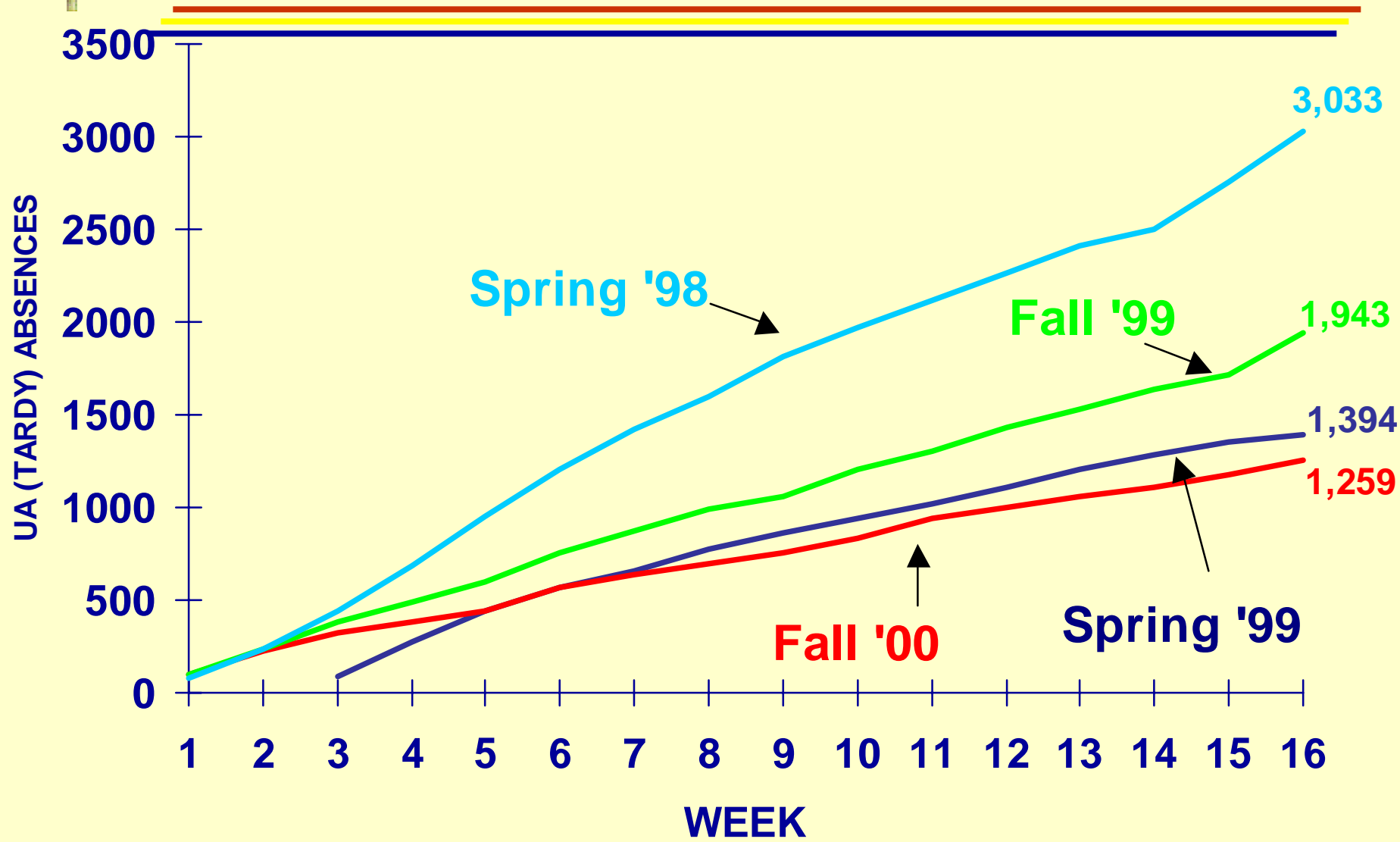
Includes Tardies - (down ~ 1,300 from Fall '99)

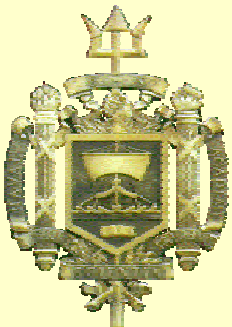




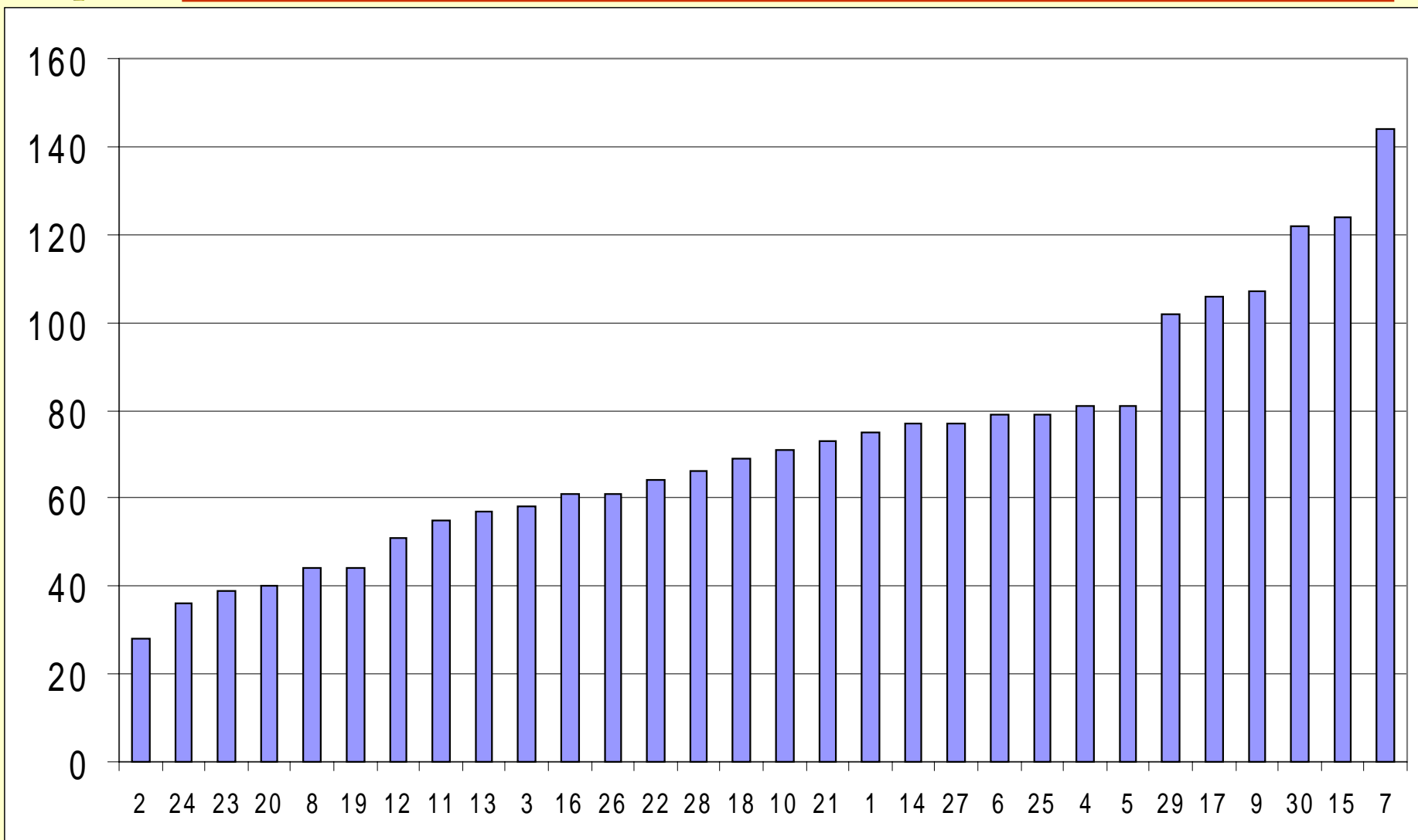
# CLASS TARDIES

(down ~ 700 from Fall '99)





# Total Unauthorized Absences By Company





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# **Events You Won't Want to Miss**

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- **RADM Paul G. Gaffney, Chief of Naval Research,  
1545 Wednesday 2 February, R-102**
- **Mr. Ross Perot, Forrestal Lecture, Alumni Hall,  
1900 Tuesday 15 February 2000**
- **Spring Faculty Colloquium, “Ethics Across the  
Curriculum,” week of 6 March 2000**
- **USNA-ONR Symposium on Submarine Rescue,  
Diving and Salvage, Spring 2001**





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# **Strategic Plan Implementation Progress Report**

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- **Academic Center Enhancements**
- **Faculty Visits to Fleet Units**
- **Library Excellence**
- **NAPS Enhancements**
- **State-of-the-Art Teaching & Learning Facilities**
- **Faculty Development Initiatives**



# **Academic Center Enhancements**

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**In order to serve more mids, involve more faculty, in environment more convenient to both....**

- Concept for enhanced operations drafted, initial comments received, discussion continues**
- Request for additional space, nearer regular classes submitted for approval**
- Advertising for new full-time person to help with, and eventually coordinate Midshipman Group Study Program**



# Faculty Visits to Fleet

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- Visit nuclear carrier, new destroyer, F/A-18 sqdn
- Private discussions with CINCLANTFLT
- See your graduates in action during Spring Break



# Library Excellence

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**Achieving excellence in a more challenging environment....**

- **The system is no longer working; greed has taken over**
- **Adding new resources a partial solution**
- **What you can do to help**



# **The System is No Longer Working**

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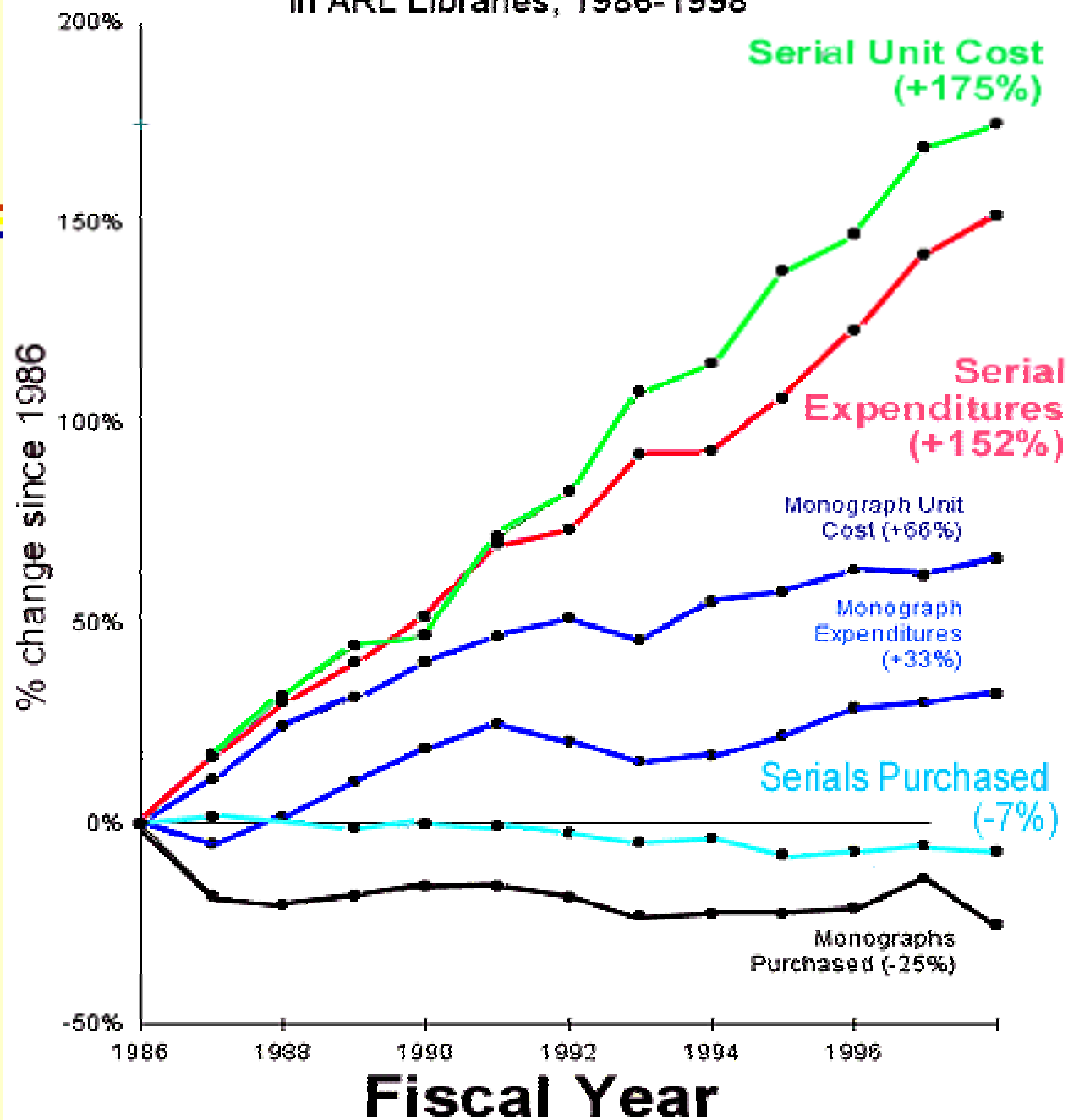
- **Commercial publishers**
  - Moving to control market through mergers, acquisitions
  - Jacking up prices
  - Requiring authors to relinquish copyrights
  - Report 20-40% profits
- **Journal prices increased 9% per year since 1986**
- **Libraries purchasing 25% fewer monographs than 15 years ago**



# National Trends in University Library Expenditures

(Source: ARL Web Site  
[www.arl.org](http://www.arl.org))

Monograph and Serial Costs  
in ARL Libraries, 1986-1998







# Adding New Resources

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- **September '99: Supt and Dean added approx \$500K for new library acquisitions**
- **October '00: Approx \$800K, building to \$1M additional per year (essentially doubling library acquisition budget) in Navy budget for FY 2001 and beyond**
- **Temporary solution, at best**



# What You Can Do to Help

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- **Encourage professional societies to consider creating competitors to expensive titles**
- **Consider electronic publication in P&T**
- **Modify, if appropriate, publishing contract you sign to maintain your rights to your work**
- **Examine the pricing, copyright and licensing agreements of any journal to which you contribute as author, editor or reviewer**
- **See ARL web page at <[www.arl.org](http://www.arl.org)>**



# NAPS Enhancements

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- **Gift funded tutors hired to assist when faculty normally are not available**
  - English
  - Physics
  - Mathematics
  - Chemistry
- **POM-02 input to increase civilian faculty and decrease class size (from 24 down to 16)**



# State-of-the-Art Teaching & Learning Facilities

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- First prototype classroom at Rickover 006
- Maury Hall classroom-laboratory combo
- FY01 resources this Fall; \$23M over next five years
- Academic Facilities Planning Committee (AFPC) established to provide continuing advice to Dean regarding assignment and utilization of academic facilities



# **Faculty Development Initiatives**

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- **Endowed faculty chairs**
- **Instructional Development Support Center**
- **Teaching and Learning travel**
- **Academy Teaching Fellows**
- **New Sabbatical Policy**
- **Summer start-up support for new faculty**
- **Summer school stipend increase**



# Endowed Faculty Chairs

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- **Last month \$4M committed for two chairs, one in English and one in Math**
- **New Chair in Aerospace under discussion in honor of “favorite prof”**
- **Permits us to bring in some of the leading minds in the targeted discipline**



# **Instructional Development Support Center**

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- **Using gift funds made available by Supt**
- **Hired instructional technologist, Doctoral Candidate Jeffrey Rohrlick**
- **Making the rounds to speak with faculty, offering mini-courses for faculty**
- **Establishing instructional laboratory**
- **Can assist faculty using prototype facilities**



# Teaching & Learning Travel Support

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- **Starting immediately, faculty travel to conferences on teaching and/or learning funded centrally through Director of T&L**
- **Saves department travel budgets**
- **One caveat: traveler must offer informal workshop for colleagues upon return**





# Academy Teaching Fellows

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- Commencing immediately, new program established supporting Naval Academy Teaching Fellows, up to two per year
- Up to one-half of teaching time for one year spent contributing to enhancement of teaching and learning at USNA
- Variety of options have been suggested
- Dean's office provides support for Fellow travel and project, and backup for department



# New Sabbatical Policy

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## **OLD policy...**

**After having served for six years, faculty member becomes eligible to take sabbatical to refresh his/her professional knowledge**

- One semester at full pay, department must cover absence**
- Two semesters at half pay, Dean's office covers absence**



# New Sabbatical Policy

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**NEW** policy...

After having served for six years, faculty member becomes eligible to take sabbatical to refresh his/her professional knowledge

- One semester at full pay, department must cover absence
- Two semesters at **70%** pay, Dean's office covers absence
- **Sequencing may be required within department**
- **Clock resets when member returns from sabbatical**



# Summer Start-Up Support for New Faculty

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**In order to assist new faculty getting started in their research and scholarship...**

- **Effective immediately, Dean's office will guarantee summer support for ALL new assistant professors for their first three years**
- **Sources: ONR matching monies for Navy lab partnerships, ONR grants for two of first three summers for MS&E faculty, other grants, and finally Dean's labor budget**



# **Summer School Stipend Increase**

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**Effective immediately, the stipend for  
civilian faculty teaching summer school  
will be \$1500 per credit hour, rather than  
\$1000 per credit hour**



# Increased Summer Options

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**Consequently, options for summer support have increased....**

- Junior faculty start-up support**
- Summer school teaching stipend**
- Competitive curriculum development grants**
- Competitive NARC grants**
- Matching partial grant up to salary level**
- \$1K performance award for full summer grant**



**With all these exciting initiatives,  
you now know why I say...**

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